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For Immediate Release:

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Thursday, May 10, 2001

Fax-on-Demand Document No. 9855

Internet: <http://www.bls.gov/ro5news.htm>

HIGHLIGHTS OF MINNEAPOLIS-ST. PAUL, MN-WI NATIONAL COMPENSATION SURVEY MAY 2000

Workers in the Minneapolis-St. Paul metropolitan area averaged \$19.10 per hour during May 2000, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$22.49 per hour and accounted for 57 percent of the workers in the area. Blue-collar employees averaged \$16.01 per hour and represented 24 percent of the workforce, while the remaining 19 percent worked in service occupations and earned \$11.24 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 308 firms representing 806,200 workers in the Minneapolis-St. Paul metropolitan area, which includes Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington, and Wright Counties in Minnesota; and Pierce and St. Croix Counties in Wisconsin. Eighty-one percent of those represented worked in private industry.

In the Minneapolis-St. Paul metropolitan area, average hourly wages were published for 110 detailed occupations. Among white-collar workers, mechanical engineers averaged \$29.23 per hour; secretaries, \$15.21; and cashiers, \$8.68. Blue-collar occupations included carpenters earning \$20.00 per hour, assemblers at \$16.13, and bus drivers at \$13.32. In the service occupations, janitors and cleaners were paid \$11.80 per hour and cooks, \$10.48.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Minneapolis-St. Paul area averaged \$20.34 per hour and part-timers earned \$11.25. Union workers in blue-collar jobs averaged \$18.89 per hour, while their non-union counterparts made \$13.30. Private industry workers in establishments employing 50-99 workers averaged \$15.87 per hour and those in establishments with 500 or more employees earned \$21.24.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Minneapolis-St. Paul, MN-WI National Compensation Survey May 2000 (Bulletin 3105-39). While supplies last, single copies of the bulletin are available from the Chicago Information Office by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/comhome.htm>. Survey tables can also be obtained from the Bureau's fax-on-demand service by dialing (312) 353-1880, menu option 1. Up to four documents at a time may be selected and faxed to you within minutes, 24 hours a day.

| BLS Fax-on-Demand - Chicago (312) 353-1880, option 1 | | |
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For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at (312) 353-1880 from 8:00 a.m. to 3:00 p.m. CT.

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Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000

| Occupation ³ | Total | | Private industry | | State and local government | |
|--|---------|--|------------------|--|----------------------------|--|
| | Mean | Relative error ⁴ (percent) | Mean | Relative error ⁴ (percent) | Mean | Relative error ⁴ (percent) |
| All | \$19.10 | 2.1 | \$18.40 | 2.6 | \$22.16 | 2.7 |
| All excluding sales | 19.15 | 2.1 | 18.41 | 2.6 | 22.17 | 2.7 |
| White collar | 22.49 | 2.5 | 22.06 | 3.1 | 23.95 | 3.1 |
| White collar excluding sales | 22.93 | 2.5 | 22.58 | 3.2 | 23.97 | 3.1 |
| Professional specialty and technical | 26.78 | 3.1 | 26.33 | 4.4 | 27.80 | 2.8 |
| Professional specialty | 27.92 | 2.2 | 27.31 | 3.2 | 28.99 | 2.9 |
| Engineers, architects, and surveyors | 28.93 | 3.1 | 29.38 | 2.4 | — | — |
| Mechanical engineers | 29.23 | 5.3 | 29.23 | 5.3 | — | — |
| Engineers, n.e.c. | 28.13 | 4.9 | 29.39 | 3.4 | — | — |
| Mathematical and computer scientists | 28.35 | 6.6 | 29.32 | 6.6 | 20.84 | 3.3 |
| Computer systems analysts and scientists | 30.04 | 6.4 | 31.56 | 5.7 | 20.84 | 3.3 |
| Operations and systems researchers and analysts | 21.33 | 10.3 | 21.33 | 10.3 | — | — |
| Natural scientists | 21.75 | 7.8 | 22.60 | 8.7 | 20.08 | 12.3 |
| Physical scientists, n.e.c. | 29.82 | 8.3 | — | — | — | — |
| Health related | 26.50 | 4.0 | 26.62 | 4.9 | 26.05 | 3.9 |
| Registered nurses | 25.05 | 2.4 | 24.52 | 2.9 | 27.04 | 3.7 |
| Teachers, college and university | 35.01 | 7.7 | 30.40 | 9.1 | 36.89 | 9.4 |
| Art, drama, and music teachers | 40.43 | 10.5 | — | — | — | — |
| Teachers, except college and university | 30.06 | 3.3 | 17.29 | 10.9 | 31.75 | 2.4 |
| Prekindergarten and kindergarten | 26.31 | 20.4 | — | — | — | — |
| Elementary school teachers | 31.71 | 1.7 | 23.31 | 11.3 | 32.19 | 1.4 |
| Secondary school teachers | 32.94 | 1.4 | 33.10 | 7.4 | 32.94 | 1.4 |
| Teachers, special education | 31.36 | 10.0 | — | — | — | — |
| Teachers, n.e.c. | 25.37 | 8.9 | 16.67 | 8.2 | — | — |
| Librarians, archivists, and curators | 28.65 | 13.8 | — | — | 27.89 | 21.9 |
| Librarians | 28.65 | 13.8 | — | — | 27.89 | 21.9 |
| Social scientists and urban planners | 23.31 | 5.1 | 23.51 | 5.5 | — | — |
| Social, recreation, and religious workers | 19.64 | 9.1 | 16.32 | 14.5 | 22.45 | 3.5 |
| Social workers | 19.30 | 9.4 | 14.95 | 12.3 | 22.67 | 3.4 |
| Lawyers and judges | 31.62 | 12.1 | 30.89 | 14.5 | — | — |
| Lawyers | 31.62 | 12.1 | 30.89 | 14.5 | — | — |
| Writers, authors, entertainers, athletes, and professionals, n.e.c. | 25.91 | 9.5 | 27.14 | 11.2 | — | — |
| Professional, n.e.c. | 28.53 | 12.6 | — | — | — | — |
| Technical | 23.47 | 11.6 | 24.23 | 13.0 | 18.74 | 3.6 |
| Clinical laboratory technologists and technicians | 18.79 | 5.4 | 19.02 | 5.5 | — | — |
| Licensed practical nurses | 15.77 | 3.9 | 15.21 | 2.5 | — | — |
| Health technologists and technicians, n.e.c. | 15.38 | 5.3 | 15.58 | 5.7 | 13.29 | 5.6 |
| Electrical and electronic technicians | 17.42 | 6.5 | — | — | — | — |
| Engineering technicians, n.e.c. | 20.30 | 2.0 | 20.38 | 2.7 | — | — |
| Drafters | 18.81 | .4 | — | — | — | — |
| Computer programmers | 21.40 | 3.8 | 21.30 | 3.8 | — | — |
| Legal assistants | 22.39 | 6.8 | 22.56 | 7.2 | — | — |
| Technical and related, n.e.c. | 23.75 | 18.1 | — | — | 16.23 | 2.7 |
| Executive, administrative, and managerial | 29.36 | 3.3 | 29.45 | 3.8 | 29.01 | 5.6 |
| Executives, administrators, and managers | 34.36 | 4.6 | 34.55 | 5.6 | 33.62 | 6.1 |
| Administrators and officials, public administration | 25.54 | 7.2 | — | — | 25.54 | 7.2 |
| Financial managers | 37.56 | 6.5 | 37.58 | 6.5 | — | — |
| Managers, marketing, advertising, and public relations | 42.16 | 9.8 | 42.16 | 9.8 | — | — |
| Administrators, education and related fields | 35.06 | 7.6 | 16.95 | 6.4 | 36.97 | 7.2 |
| Managers, medicine and health | 28.52 | 8.8 | 28.51 | 9.6 | — | — |
| Managers, service organizations, n.e.c. | 25.66 | 14.1 | 24.98 | 16.3 | — | — |
| Managers and administrators, n.e.c. | 34.60 | 9.5 | 34.64 | 9.7 | — | — |
| Management related | 23.71 | 4.9 | 23.75 | 6.0 | 23.58 | 3.4 |
| Accountants and auditors | 24.56 | 13.4 | 25.10 | 14.2 | 20.56 | 3.3 |
| Other financial officers | 23.46 | 7.4 | 22.72 | 10.0 | — | — |
| Management analysts | 22.19 | 6.8 | 20.44 | 7.2 | — | — |
| Personnel, training, and labor relations specialists | 21.77 | 8.9 | 21.66 | 10.2 | — | — |
| Purchasing agents and buyers, n.e.c. | 21.48 | 14.3 | — | — | — | — |
| Management related, n.e.c. | 23.13 | 5.5 | 22.89 | 6.2 | 23.86 | 10.6 |

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — Continued

| Occupation ³ | Total | | Private industry | | State and local government | |
|--|---------|--|------------------|--|----------------------------|--|
| | Mean | Relative error ⁴ (percent) | Mean | Relative error ⁴ (percent) | Mean | Relative error ⁴ (percent) |
| White collar —Continued | | | | | | |
| Sales | \$18.23 | 12.6 | \$18.26 | 12.6 | — | — |
| Supervisors, sales | 25.00 | 16.9 | 25.00 | 16.9 | — | — |
| Sales, other business services | 16.95 | 9.1 | 16.95 | 9.1 | — | — |
| Sales representatives, mining, manufacturing, and wholesale | 37.77 | 16.4 | 37.77 | 16.4 | — | — |
| Sales workers, other commodities | 11.10 | 7.2 | 11.10 | 7.2 | — | — |
| Cashiers | 8.68 | 2.5 | 8.59 | 2.5 | — | — |
| Administrative support, including clerical | 14.55 | 2.1 | 14.60 | 2.6 | \$14.35 | 2.6 |
| Secretaries | 15.21 | 3.3 | 15.28 | 4.4 | 15.05 | 4.3 |
| Typists | 11.88 | 7.0 | — | — | — | — |
| Receptionists | 11.87 | 3.1 | 11.86 | 3.1 | — | — |
| Personnel clerks, except payroll and timekeeping | 15.63 | 17.4 | — | — | — | — |
| Library clerks | 11.75 | 3.2 | — | — | 11.75 | 3.2 |
| Records clerks, n.e.c. | 16.42 | 11.7 | 16.66 | 12.2 | — | — |
| Bookkeepers, accounting and auditing clerks | 14.13 | 5.7 | 13.09 | 6.3 | 17.98 | 5.6 |
| Dispatchers | 27.17 | 16.6 | — | — | — | — |
| Production coordinators | 15.05 | 6.8 | 15.05 | 6.8 | — | — |
| Traffic, shipping and receiving clerks | 12.95 | 6.7 | 12.95 | 6.7 | — | — |
| Stock and inventory clerks | 13.34 | 5.0 | 13.35 | 5.0 | — | — |
| Insurance adjusters, examiners, and investigators | 15.45 | 8.8 | 15.45 | 8.8 | — | — |
| Investigators and adjusters, except insurance | 13.76 | 4.4 | 13.69 | 4.5 | — | — |
| General office clerks | 13.23 | 3.4 | 12.37 | 4.2 | 14.51 | 3.9 |
| Data entry keyers | 13.98 | 5.0 | 13.98 | 5.0 | — | — |
| Teachers' aides | 12.08 | 2.6 | — | — | 12.26 | 2.5 |
| Administrative support, n.e.c. | 13.37 | 4.0 | 13.14 | 4.8 | 14.17 | 5.2 |
| Blue collar | 16.01 | 2.6 | 15.80 | 2.8 | 18.50 | 2.0 |
| Precision production, craft, and repair | 18.85 | 4.0 | 18.78 | 4.6 | 19.31 | 2.3 |
| Heavy equipment mechanics | 19.43 | 2.1 | — | — | — | — |
| Industrial machinery repairers | 19.20 | 4.3 | 19.20 | 4.3 | — | — |
| Mechanics and repairers, n.e.c. | 18.19 | 4.9 | 18.19 | 4.9 | — | — |
| Carpenters | 20.00 | 6.1 | 20.78 | 10.2 | — | — |
| Plumbers, pipefitters and steamfitters | 23.82 | 2.0 | 23.83 | 2.1 | — | — |
| Supervisors, production | 24.28 | 6.4 | 24.28 | 6.4 | — | — |
| Tool and die makers | 22.81 | 2.9 | 22.81 | 2.9 | — | — |
| Machinists | 18.08 | 8.6 | 17.82 | 8.6 | — | — |
| Electrical and electronic equipment assemblers .. | 10.18 | 8.1 | 10.18 | 8.1 | — | — |
| Miscellaneous precision workers, n.e.c. | 17.04 | 8.4 | 17.04 | 8.4 | — | — |
| Inspectors, testers, and graders | 20.58 | 22.6 | 20.58 | 22.6 | — | — |
| Machine operators, assemblers, and inspectors | 14.90 | 3.2 | 14.90 | 3.2 | — | — |
| Punching and stamping press operators | 13.33 | 7.5 | 13.33 | 7.5 | — | — |
| Numerical control machine operators | 16.06 | 13.5 | 16.06 | 13.5 | — | — |
| Fabricating machine operators, n.e.c. | 13.75 | 7.9 | 13.75 | 7.9 | — | — |
| Printing press operators | 18.84 | 13.5 | 18.84 | 13.5 | — | — |
| Slicing and cutting machine operators | 16.12 | 2.4 | 16.12 | 2.4 | — | — |
| Miscellaneous machine operators, n.e.c. | 13.65 | 9.7 | 13.65 | 9.7 | — | — |
| Welders and cutters | 17.13 | 5.1 | 17.13 | 5.1 | — | — |
| Assemblers | 16.13 | 3.1 | 16.13 | 3.1 | — | — |
| Production inspectors, checkers and examiners .. | 13.81 | 6.8 | 13.81 | 6.8 | — | — |
| Transportation and material moving | 16.25 | 7.1 | 16.30 | 7.7 | 15.70 | 4.1 |
| Truck drivers | 19.21 | 6.7 | 19.38 | 6.7 | — | — |
| Bus drivers | 13.32 | 10.0 | — | — | — | — |
| Industrial truck and tractor equipment operators .. | 14.56 | 3.9 | 14.56 | 3.9 | — | — |
| Miscellaneous material moving equipment operators, n.e.c. | 16.85 | 6.0 | 16.85 | 6.0 | — | — |
| Handlers, equipment cleaners, helpers, and laborers | 12.05 | 4.1 | 11.43 | 3.7 | 18.19 | 2.8 |
| Production helpers | 12.39 | 7.6 | 12.39 | 7.6 | — | — |

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — Continued

| Occupation ³ | Total | | Private industry | | State and local government | |
|--|---------|--|------------------|--|----------------------------|--|
| | Mean | Relative error ⁴ (percent) | Mean | Relative error ⁴ (percent) | Mean | Relative error ⁴ (percent) |
| Blue collar —Continued | | | | | | |
| Handlers, equipment cleaners, helpers, and laborers | | | | | | |
| —Continued | | | | | | |
| Stock handlers and baggers | \$12.87 | 4.8 | \$12.87 | 4.8 | — | — |
| Machine feeders and offbearers | 12.12 | 14.4 | 12.12 | 14.4 | — | — |
| Freight, stock, and material handlers, n.e.c. | 14.38 | 14.5 | 14.38 | 14.5 | — | — |
| Laborers, except construction, n.e.c. | 9.98 | 3.1 | 9.68 | 2.7 | — | — |
| Service | | | | | | |
| Protective service | 11.24 | 3.1 | 9.69 | 2.4 | \$16.96 | 4.4 |
| Firefighting | 18.73 | 5.2 | 14.51 | 9.0 | 19.46 | 5.6 |
| Police and detectives, public service | 17.79 | 11.1 | — | — | 17.79 | 11.1 |
| Sheriffs, bailiffs, and other law enforcement officers | 22.97 | 3.6 | — | — | 22.87 | 3.8 |
| Correctional institution officers | 19.04 | 6.0 | — | — | 19.04 | 6.0 |
| Food service | 16.48 | 13.2 | — | — | 16.48 | 13.2 |
| Waiters, waitresses, and bartenders | 8.50 | 2.8 | 8.38 | 2.9 | 11.38 | 5.8 |
| Bartenders | 6.38 | 4.5 | 6.38 | 4.5 | — | — |
| Waiters and waitresses | 6.89 | 6.3 | 6.89 | 6.3 | — | — |
| Waiters'/Waitresses' assistants | 5.31 | 5.3 | 5.31 | 5.3 | — | — |
| Other food service | 8.76 | 1.8 | 8.76 | 1.8 | — | — |
| Cooks | 9.11 | 3.9 | 8.98 | 4.0 | 11.38 | 5.8 |
| Food counter, fountain, and related | 10.48 | 4.4 | 10.43 | 4.4 | — | — |
| Kitchen workers, food preparation | 8.17 | 16.4 | 8.17 | 16.4 | — | — |
| Food preparation, n.e.c. | 8.33 | 7.2 | 8.23 | 7.3 | — | — |
| Health service | 8.37 | 4.0 | 8.11 | 3.8 | 11.36 | 7.1 |
| Health aides, except nursing | 10.52 | 2.7 | 10.47 | 2.8 | 11.35 | 6.2 |
| Nursing aides, orderlies and attendants | 11.22 | 4.6 | 11.20 | 4.9 | — | — |
| Cleaning and building service | 10.41 | 2.8 | 10.35 | 2.9 | 11.33 | 6.7 |
| Supervisors, cleaning and building service workers | 11.58 | 4.9 | 10.20 | 3.9 | 15.68 | 5.7 |
| Maids and housemen | 15.82 | 8.6 | 15.36 | 8.8 | — | — |
| Janitors and cleaners | 9.23 | 6.3 | 9.24 | 6.3 | — | — |
| Personal service | 11.80 | 5.8 | 10.18 | 4.6 | 15.64 | 5.8 |
| Attendants, amusement, and recreation facilities | 11.79 | 7.7 | 11.25 | 9.0 | 14.21 | 13.0 |
| Welfare service aides | 8.37 | 9.9 | 8.37 | 9.9 | — | — |
| Early childhood teachers' assistants | 9.43 | 10.7 | — | — | — | — |
| Child care workers, n.e.c. | 14.35 | 14.8 | — | — | — | — |
| Service, n.e.c. | 9.40 | 9.7 | 9.40 | 9.7 | — | — |
| | 9.98 | 8.9 | 9.98 | 8.9 | — | — |

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000

| Occupational group | Private industry and State and local government | | | | | |
|---|---|--------------------------------|--------------------|-----------------------|-------------------|------------------------|
| | Full-time workers ³ | Part-time workers ³ | Union ⁴ | Nonunion ⁴ | Time ⁵ | Incentive ⁵ |
| | Mean | | | | | |
| All occupations | \$20.34 | \$11.25 | \$19.92 | \$18.67 | \$18.94 | \$23.45 |
| All excluding sales | 20.22 | 11.68 | 20.22 | 18.56 | 19.15 | 19.31 |
| White collar | 23.46 | 14.20 | 23.47 | 22.14 | 22.35 | 26.67 |
| White-collar excluding sales | 23.50 | 16.54 | 24.41 | 22.39 | 22.95 | 15.02 |
| Professional specialty and technical | 27.39 | 20.69 | 30.07 | 25.32 | 26.80 | — |
| Professional specialty | 28.38 | 22.65 | 28.21 | 27.78 | 27.92 | — |
| Technical | 24.38 | 17.00 | 37.71 | 19.13 | 23.54 | — |
| Executive, administrative, and managerial | 29.45 | — | 28.83 | 29.43 | 29.36 | — |
| Sales | 22.85 | 8.41 | 9.91 | 20.06 | 13.91 | 27.59 |
| Administrative support, including clerical | 14.84 | 12.18 | 16.17 | 13.84 | 14.56 | — |
| Blue collar | 16.45 | 9.32 | 18.89 | 13.30 | 15.76 | 19.86 |
| Precision production, craft, and repair | 18.88 | — | 21.38 | 15.40 | 18.66 | — |
| Machine operators, assemblers, and inspectors | 14.97 | 9.79 | 17.68 | 13.36 | 14.96 | — |
| Transportation and material moving | 16.67 | 11.41 | 17.39 | 13.74 | 14.91 | 20.45 |
| Handlers, equipment cleaners, helpers, and laborers | 13.05 | 8.78 | 15.09 | 10.42 | 12.06 | — |
| Service | 12.83 | 8.67 | 13.80 | 9.15 | 11.22 | — |
| | Relative error ⁶ (percent) | | | | | |
| All occupations | 2.1 | 2.9 | 3.4 | 2.7 | 2.1 | 13.3 |
| All excluding sales | 2.1 | 3.2 | 3.4 | 2.7 | 2.1 | 8.1 |
| White collar | 2.6 | 3.3 | 5.7 | 2.7 | 2.5 | 18.4 |
| White-collar excluding sales | 2.6 | 4.1 | 5.6 | 2.7 | 2.5 | 14.3 |
| Professional specialty and technical | 3.3 | 3.5 | 7.4 | 2.8 | 3.1 | — |
| Professional specialty | 2.3 | 2.9 | 2.7 | 3.1 | 2.2 | — |
| Technical | 12.6 | 5.7 | 28.2 | 4.1 | 11.7 | — |
| Executive, administrative, and managerial | 3.3 | — | 9.5 | 3.5 | 3.3 | — |
| Sales | 14.1 | 1.7 | 4.2 | 13.3 | 8.4 | 18.8 |
| Administrative support, including clerical | 2.4 | 3.0 | 4.7 | 1.9 | 2.1 | — |
| Blue collar | 2.6 | 5.5 | 2.6 | 3.2 | 2.5 | 8.3 |
| Precision production, craft, and repair | 3.9 | — | 3.2 | 6.4 | 3.8 | — |
| Machine operators, assemblers, and inspectors | 3.2 | 5.6 | 3.3 | 3.5 | 3.2 | — |
| Transportation and material moving | 6.7 | 10.7 | 6.3 | 12.8 | 6.4 | 5.0 |
| Handlers, equipment cleaners, helpers, and laborers | 4.7 | 5.9 | 5.4 | 3.5 | 4.1 | — |
| Service | 3.5 | 3.2 | 4.8 | 2.4 | 3.2 | — |

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000**

| Occupational group | Full-time and part-time workers | | | | |
|---|---------------------------------------|------------------------------|---------------------|-------------------|---------------------|
| | All private industry workers | 50 - 99 workers ³ | 100 workers or more | | |
| | | | Total | 100 - 499 workers | 500 workers or more |
| | Mean | | | | |
| All occupations | \$18.40 | \$15.87 | \$18.81 | \$16.76 | \$21.24 |
| All excluding sales | 18.41 | 14.77 | 18.97 | 16.89 | 21.31 |
| White collar | 22.06 | 21.65 | 22.11 | 19.93 | 24.01 |
| White-collar excluding sales | 22.58 | 20.76 | 22.76 | 20.81 | 24.28 |
| Professional specialty and technical | 26.33 | 18.82 | 26.78 | 23.96 | 28.75 |
| Professional specialty | 27.31 | 18.97 | 27.72 | 25.95 | 29.17 |
| Technical | 24.23 | 18.62 | 24.69 | 17.94 | 28.00 |
| Executive, administrative, and managerial | 29.45 | 29.94 | 29.37 | 28.42 | 30.10 |
| Sales | 18.26 | 24.03 | 16.36 | 15.29 | 19.21 |
| Administrative support, including clerical | 14.60 | 15.08 | 14.54 | 13.76 | 15.23 |
| Blue collar | 15.80 | 15.26 | 15.87 | 14.72 | 18.56 |
| Precision production, craft, and repair | 18.78 | 20.64 | 18.46 | 16.71 | 20.43 |
| Machine operators, assemblers, and inspectors | 14.90 | 12.57 | 15.19 | 14.48 | 17.19 |
| Transportation and material moving | 16.30 | — | 16.18 | 16.18 | 16.18 |
| Handlers, equipment cleaners, helpers, and laborers | 11.43 | 9.88 | 11.82 | 11.56 | 13.59 |
| Service | 9.69 | 8.05 | 10.35 | 9.87 | 10.86 |
| | Relative error ⁴ (percent) | | | | |
| All occupations | 2.6 | 9.4 | 2.7 | 3.8 | 3.9 |
| All excluding sales | 2.6 | 8.9 | 2.7 | 3.8 | 4.0 |
| White collar | 3.1 | 9.1 | 3.3 | 4.9 | 4.4 |
| White-collar excluding sales | 3.2 | 9.6 | 3.4 | 4.8 | 4.5 |
| Professional specialty and technical | 4.4 | 9.3 | 4.5 | 5.0 | 6.4 |
| Professional specialty | 3.2 | 17.2 | 3.1 | 4.7 | 4.1 |
| Technical | 13.0 | 6.6 | 13.7 | 6.2 | 17.6 |
| Executive, administrative, and managerial | 3.8 | 8.4 | 4.2 | 7.8 | 4.4 |
| Sales | 12.6 | 22.2 | 14.7 | 19.8 | 21.2 |
| Administrative support, including clerical | 2.6 | 6.2 | 2.8 | 3.2 | 4.5 |
| Blue collar | 2.8 | 11.8 | 2.8 | 3.7 | 3.3 |
| Precision production, craft, and repair | 4.6 | 17.9 | 4.3 | 6.7 | 3.9 |
| Machine operators, assemblers, and inspectors | 3.2 | 5.5 | 3.4 | 4.4 | 4.1 |
| Transportation and material moving | 7.7 | — | 8.0 | 9.9 | 2.2 |
| Handlers, equipment cleaners, helpers, and laborers | 3.7 | 9.2 | 4.0 | 4.3 | 10.4 |
| Service | 2.4 | 3.6 | 3.1 | 2.7 | 5.6 |

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.